



EMPLOYMENT TRIBUNALS

Claimant: Michelle Muscroft

Respondent: Cobra Traffic Management Ltd

Heard at: Leeds by CVP

On: 12, 13, 14, 15, & 16 February
2024

Before: Employment Judge E P Morgan KC
Mr. C Langman
Mr. J Rhodes

REPRESENTATION:

Claimant: In person (Supported by Mr. Muscroft)

Respondent: Ms. Kennedy-Curnow (Advocate)

JUDGMENT

The unanimous judgment of the Tribunal is as follows:

Direct discrimination

1. The complaints of direct by reason of sex, age and/or disability discrimination are not well-founded and are dismissed.

Harassment

2. The complaints of harassment related to sex and/or age are not well-founded and are dismissed.

Unfavourable treatment because of something arising in consequence of disability

3. The complaint of unfavourable treatment because of something arising in consequence of disability is not well-founded and is dismissed.

Failure to make reasonable adjustments for disability

4. The complaint of failure to make reasonable adjustments for disability is not well-founded and is dismissed.

Employment Judge Morgan KC
16 February 2024

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 52) and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.